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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct./Nov. 1992 #118

Crisis Caused by Years of Mismanagement

International Union Running a Deficit

Decades of mismanagement and an income freeze were left by the old guard as they vacated the International union headquarters earlier this year. In a sort of scorched-earth policy, they left a serious deficit situation for the new leadership. Now the same old guard figures are trying to blame Ron Carey for the financial problems.

The International is operating at a deficit, and the new Teamster leadership is even considering calling a special convention before the scheduled one for 1996 to deal with the situation. At the same time, the strike fund is also running a deficit, and could run

out of funds before 1996.

The general fund is presently at \$75 million, but is falling at a rate of some \$20 million per year. The new administration is putting a budget into place, trimming fat, and managing operations much better. But such steps alone will not solve the problem. Here are the major factors to consider:

- The International union gets only \$3.90 per capita from each member's monthly dues (and rebates 20 cents to the area conferences, so actually gets \$3.70). This figure has been frozen since 1983, and will be frozen until the

next convention. That is a 13-year income freeze, without any adjustment for inflation. As members' dues gradually go up, none of that increase goes to the International.

- This is a result of politics played by the Durham-Mathis forces. In the election last year, they were campaigning to the local officers primarily, not the members. So Weldon Mathis made a campaign pledge of "no new taxes" to the local officers, to freeze the per capita tax for five more years. This was good news for local officers, who would keep all dues increases in the local union with no part of the increases going to the International. But it was bad news for the Teamsters union.

- This freeze came as expenses went up sharply to pay for the election and court-appointed officers, and also for legal expenses wasted in trying to frustrate the election process.

- The new administration is attempting to actually put the International to work for the members, with new programs. Naturally, they cost money. Carey has placed \$34 million into a special organizing fund, for example. This includes \$11 million from the sale of two IBT jet planes. And programs such as education, corporate campaigns and strike support, which have been nonexistent under the old guard, are costly.

continued on page 3

Sweet 16!

TDU conventions are, in part, a celebration of our reform movement's survival, often against great odds. This year's convention—our 17th—marks 16 years of TDU organizing and the year of our greatest victory. The convention is our time to plan for the future, and there's much to be done. Informing and educating Teamsters to be tomorrow's leaders. Reforming our locals, joint councils and conferences. And building the strength to take on the employers. Isn't it time you supported the group that's working to build our union from the bottom up?

JOIN TDU

TDU MEMBERSHIP APPLICATION

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City _____ State _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials. TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.



They'll Be There

They're coming from New York/New Jersey! Above are some of the Teamsters who will be at the TDU Convention in St. Louis, Oct. 23-25. The N.Y.-N.J. TDU chapter is the fastest growing chapter in our movement. On Labor Day, activists distributed their local TDU newspaper at the New York Labor Day Parade. Says chapter secretary-treasurer Tony Veltry, "People were very receptive. Most people willingly took the papers, especially in Barry Feinstein's Local 237." (Convention info, registration, pages 6-7.)

Teamsters for a Democratic Union

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on this page.

UNION SOLIDARITY

IBT 'Earthquake' Hits California

The North American Free Trade Agreement (NAFTA) represents an "economic earthquake" for California, and the New Teamsters have joined forces with other labor, community and environmental groups to educate the public about the dangers of Free Trade. A caravan of tractor-trailers, motor homes and other vehicles is touring California with a multimedia presentation on the economic and social impact of the agreement.

The Economic Earthquake Express is co-sponsored by the IBT, AFL-CIO and the Fair Trade Coalition. Other concerned groups, including representatives of the Mexican labor movement, are participating in the outreach effort. The tour began Labor Day weekend and continues.

The caravan is scheduled to stop at Teamster worksites, union halls, rallies and special events organized around the Express tour. This effort is directed at raising public awareness, and a petition calling on elected officials to recognize the impact of Free Trade on California is being circulated by the Express. Response from Teamster members, other unionists and the general public has been enthusiastic.

Along with the educational effort, the Teamsters has announced legal ac-



tion to challenge the Bush administration's rulings closely connected to NAFTA provisions. Ron Carey, speaking at an Express rally in Sacramento, announced that the Teamsters filed suit in federal court Sept. 14 to overturn a recent ruling that would force California and other states to accept Mexican commercial drivers licenses, exempting them from

the stricter standards of U.S. CDL testing. "Bush's so-called 'free' trade policies carry a very high price tag for working people on both sides of the border," Carey said. "If Bush has his way, Mexican workers will be 'free' to continue to work for starvation wages and U.S. workers will be 'free' to try to compete with workers across the border who are paid only \$4 to \$7 a day."

HEALTH & WELFARE NEWS

Central States TeamCare Postponed

The Central States Health and Welfare Fund is postponing full implementation of its new TeamCare program until Jan. 1. The fund is apparently reacting to the huge outcry from angry Teamsters in response to the program. Parts of the program are in force now: the fund is providing dependent coverage after death for only those members who go exclusively to providers on the fund's preferred list. But the 10% penalty on benefits for members who go outside the list is postponed until January.

The fund has received numerous complaints about TeamCare from rank and file members, as well as some officers. Meetings set up by the fund to explain the program have also been occasions for members to speak their minds. Reportedly, members have requested thousands of doctors to be

added to the fund's list, a process that could take considerable time.

Members should be able to count on keeping their benefits through the life of a contract unless fund trustees tell members the contributions aren't enough, *before* the contract is voted on. But no member of the union's former freight negotiating committee led by R.V. Durham—some of them trustees—has explained why the 1991 freight contract they called the best in decades was not sufficient to maintain health benefits.

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
J.C. Thomas, Memphis, Tenn., Local 667

Organizer:

Ken Paff, Detroit

Trustees:

Jackie Jenkins, Memphis, Tenn., Local 891
Patricia McIntosh, Chicago Local 743
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Joe Fahey, Watsonville, Calif., Local 921
Neal Henderson, Boston Local 25
Debra McBride-Smith, Charlotte, N.C., Local 71
Big John McClain, Houston, Texas, Local 988
Michael Ruscigno, New York Local 138
Rick Sather, Minneapolis Local 638
Rick Smith, Atlanta Local 728
Candy Workman, Sacramento, Calif., Local 150 spouse

Alternates:

David Dethrow, St. Louis Local 688
Dave Kapitula, Wilkes-Barre, Pa., Local 401
J. Anthony Smith, Washington, D.C., Local 639

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1991 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

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Prices per issue:

- ☐ \$3 for 10 ☐ \$5 for 20
- ☐ \$6 for 50 ☐ \$10 for 100

Call or write TDU today to order your bundle and help spread the news.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (510) 658-7159.

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THE NEW TEAMSTERS UNION

JC 16 Head Says Carberry's Out to Get Him

Feinstein Charged With Taking \$500,000+

New York Teamster leader Barry Feinstein on Sept. 15 was charged with embezzlement and conversion of more than \$500,000 in union funds to personal use by Investigations Officer Charles Carberry. Feinstein will now face a hearing before Judge Lacey, where he could be removed from the Teamsters union.

Feinstein is the president of New York Local 237 and (since Joe Trerotola's removal last year on corruption charges) president of New York Joint Council 16. He ran for IBT vice president on the Shea-Ligurotis slate last year.

The charges read like a horror story

For Local Unions

International to Issue Model Bylaws

The International union is expected to soon issue a new set of Model Local Union Bylaws, which have been prepared by the Carey administration and discussed by the General Executive Board. The Model Bylaws contain numerous features designed to protect both the ethical standards of a local union and the democratic rights of all members.

The Model Bylaws, however, are only a recommendation from the International union. Under the IBT Constitution, each local union is free to adopt its own bylaws, so long as they do not conflict with the IBT Constitution. Some local unions may adopt the new, democratic bylaws, but it's a safe bet that most will not.

In most cases, it will be up to concerned members to study the Model Bylaws (after they are issued) and make motions to amend (or even replace) local union bylaws.

The Model Bylaws include elected stewards, a stewards' council, impartially supervised mail-ballot local union elections, salaries and expenses of officers and agents to be subject to membership vote, and other democratic safeguards, which some locals now enjoy but many do not.

Ethical Practices Committee Formed

The International has formed a 15-

member Ethical Practices Committee (EPC), which held its first meeting in September. It is expected to begin functioning in the near future.

The EPC has three members from each area conference, including the area director. These panels of three will apparently hear the cases selected by the EPC that arise within their respective area. A number of rank and file Teamsters have been appointed to the EPC. Vice President Aaron Belk, an assistant to Ron Carey, will be the administrator of the EPC and will choose which cases merit a hearing.

Carey has stated that the EPC can eventually supplant the function of the court-appointed officers, to clean up the Teamsters union internally.

New Warehouse Division Director

Tom Leedham, the secretary-treasurer of Portland, Ore., Local 206, is the new director of the IBT's warehouse division. He replaced Tony Lock, who is the administrative assistant to Mike Riley of the Western Conference.

A number of crucial battles, including some strikes, mark the recent history and expected future of the division. Such major Teamster employers as Safeway, Kroger, Lucky Stores, White Rose, Star Market, Fleming Foods, Purity Supreme and Albertson's come to mind.

\$143,060 in unused vacation time, when he had already been paid for most of the vacation time, and also sold back vacation time and then was paid a higher price for it by the local union. Reportedly, Carberry found many more financial abuses, but chose only to bring charges on the easiest to prove.

As president of the largest joint council, with some 150,000 members, Feinstein is a powerful Teamster leader. Recently he has lashed out at Ron Carey over Carey's appointment of International Reps and other issues. Carey removed him from the International payroll a few months ago. Now his Teamster career, which began when he inherited Local 237 from his father, may be nearing an abrupt end.

Feinstein discussed the charges with *Convoy Dispatch* by stating that the Local 237 executive board long ago authorized the housing expenses since he works long hours, and furthermore other local unions do the same thing. "Carberry thinks it's wrong, but so what, it's not illegal," he said. He further stated he had not really borrowed money from the union, but from his own vacation account at the union.

IBT Running a Deficit

continued from page 1

Strike Fund

The strike fund is running a deficit as well. This separate fund has about \$78 million in it, and is falling. The fund paid out \$20 million in a nine-month period after the 1991 convention, compared to \$2 million in the same period before that.

There are two reasons for this tenfold increase. First, in the New Teamsters, members are more willing to fight back, and are striking more often. Second, the strike benefits went up fourfold, from \$45/\$55 a week to \$200 a week. The old guard eagerly point out that Carey and TDU backed the increase in strike benefits at the IBT Convention in 1991.

If UPS Teamsters strike next year for more than three weeks, the fund could run out of money. UPS employees need to be informed of and prepared for this situation, before management starts to harp on it. After all, until this year, the fund only paid token benefits anyway.

The International can fully back a strike even without paying the top benefits. Concern over benefits should not be allowed to be used—by employers or certain old guard officials—to scare members into taking a bad contract.

The International leadership is exploring various ways of beefing up the strike fund in the long run. The old leadership was happy to do nothing, and in fact even raided some \$34 million out of the strike fund in 1989, transferring it to the general fund

Feinstein said Carberry is out to get him to show that "even a clean guy like Feinstein is dirty, so the government will need more power to do more cleaning up."

Ligurotis: Justifiable Homicide

A court found Dan Ligurotis Sr. not guilty of second degree murder in the killing of his son, Dan Ligurotis Jr. in the basement of his Chicago union hall last year. The judge found the case for murder was not proved, and it was ruled a justifiable homicide. Ligurotis claims the killing was in self defense, and that in a scuffle his son turned around, thus the shot was to the back of the head.

Ligurotis still awaits the outcome of separate charges, before Judge Lacey, that he schemed to embezzle \$120,000 from Local 705 to pay to the pension fund what the Department of Labor ordered him to pay personally. He is also charged with furthering corruption by putting on union staff persons barred from union positions.

Ligurotis is the president of Local 705 and the president of Joint Council 25. He faces removal from those positions if Lacey rules against him.

where they could waste it.

Solutions

The IBT Constitution provides that if the treasury goes down to \$20 million, the per capita tax rises by \$1 per month, from \$3.90 to \$4.90. This does not increase a member's dues, but simply means that a little bigger slice of the dues will be sent by the local to the International. This could provide some relief.

One measure that could reduce expenses would be a phase-out of the Affiliates Pension Plan, which is a costly budget item. The new General Executive Board did abolish one extra pension plan (the Equity Plan) already, saving some funds.

The only other way to change the per capita tax is by a vote at an IBT Convention. The new leadership could possibly call such a convention in the future, prior to the 1996 IBT Convention. Such a special convention would not nominate new IBT officers, but would have the power to amend the IBT Constitution.

In the long run, the International union cannot do its job on a frozen \$3.90 a month, which is only 13% of a member's dues who pays \$30 per month. (By contrast, in the United Auto Workers some 52% of a member's two-hours-per-month dues is allocated to the International union.)

We need an active, progressive International that is organizing, educating and leading. To accomplish those goals, the union's financial health must be restored.

Additions to \$100,000 Club

In our September *Convoy Dispatch*, we revealed details regarding 189 top Teamster officials who received total compensation of more than \$100,000 in 1991, including at least \$75,000 in salary.

Two officials who were omitted, due to a lack of available LM-2 forms on file at the U.S. Department of Labor, are now listed, bringing the total club membership for 1991 to 191. In addition, see page 10 for a letter with a correction to our report.

Name	City	Salary	Total Comp.	Affiliates
Larry Parker	Orlando, Fla.	\$133,480	\$159,093	Intl., Local 385
Edward Mireles*	Orange, Calif.	\$121,255	\$133,981	Local 952

* Based on 1990 LM-2 form, because the 1991 is not available.

FREIGHT NEWS

New Jersey Local 641

Yellow Freight Workers Fight Sexual Harassment

When Joann DeGrosa went to work for Yellow Freight in Carlstadt, N.J., she had already been in the trucking business for years. Yet despite her experience, DeGrosa was fired by Yellow Freight within six months because she refused to submit to sexual harassment.

When Lonnie Bedell, a dock worker at the Carlstadt Yellow terminal, helped DeGrosa fight back, he looked to Teamsters Local 641 for support. After DeGrosa was fired, Bedell helped her get a job at the Local 641 Welfare Fund. But soon after she started working there, then-president Sonny Musso (who has since been removed from the local for corruption) pressured DeGrosa to drop her charges, since Yellow Freight is the fund's largest contributor. She refused. Within two weeks she was fired from her job at the welfare fund.

As for Bedell, after he started helping DeGrosa, Yellow began turning the screws with harder work assignments and harassment. Within two years, he too was fired.

DeGrosa and Bedell both filed harassment and discrimination charges, which are winding their way through the legal system. In both cases, the federal and state government have found Yellow Freight and the Local 641 Welfare Fund in violation of the law. But overloaded government agencies, plus Yellow Freight's financial and legal resources, have drawn the battle out over six years.

The story starts in January 1986, when DeGrosa was hired to work at Yellow as a sales secretary/dispatcher. Her superiors, branch manager Ken Dore and sales manager Dan Hamlin, soon began making unwanted sexual advances and derogatory comments. On one occasion Hamlin told her to "come in and take your clothes off, this is my casting couch." In another instance, Dore called her into his office and tried to kiss her. When she pushed him away he said, "You're not going to last here long." She was fired within a month, and filed charges with the Equal Employment Opportunity Commission (EEOC).

Lonnie Bedell got involved one night before work, while DeGrosa was still working for Yellow. Bedell saw her in the parking lot, visibly upset. He asked what was wrong, and she told him about the harassment. Bedell, being a good union man, reported the incident to his shop steward and asked him to raise the issue with Ken Dore. Soon afterward, Dore approached Bedell and told him that DeGrosa was not a union member and that the matter was none of his business.

Shortly after DeGrosa was fired from Yellow and started working at the local's welfare fund, the fund trustee for Yellow Freight walked into the office—it was Ken Dore. Two days later she was fired from her job at the fund. She filed EEOC charges against the fund too.

Meanwhile, Bedell had posted information on the union bulletin board

at Yellow about sexual harassment, and told a supervisor that Dore and Hamlin "shouldn't have done that to Joann DeGrosa." After putting up with company harassment for months, Bedell filed his own EEOC charges against Yellow, asserting that he was being harassed for helping DeGrosa. Less than a month later, he was fired. He immediately went to the NLRB, charging that he was fired for going to the EEOC.

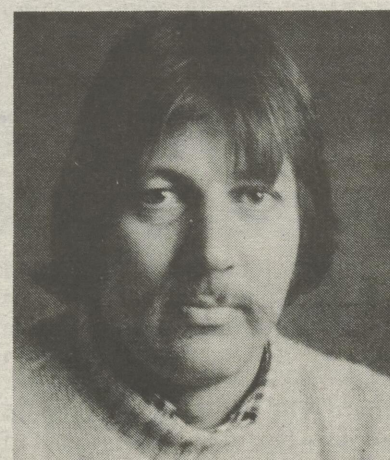
In addition to his charges, Bedell pursued a grievance through Local 641. He lost at arbitration. At the subsequent NLRB hearing, four union stewards and Local 641 business agent Jack Barnes testified against him. Barnes actually recruited and coached the witnesses against Bedell. However, the NLRB overturned the arbitrator's decision, issued a complaint against Yellow, and eventually ordered Yellow to reinstate Bedell and make him whole. Yellow appealed all the way to the U.S. Supreme Court and lost.

Despite winning his charges every step of the way, Bedell was forced to settle with Yellow. Having been out of work for nearly five years, Bedell was on the verge of losing his house and his car. Through legal maneuvers, Yellow threatened to drag out the process for at least another year, something Bedell could not afford. He settled with Yellow in December 1991. He is now running for office in Local 641 in a union election this fall.

DeGrosa's charges against Yellow Freight and the Local 641 Welfare

Fund have been successful. Even though she is also facing the slow wheels of justice, she is determined to see it through.

"Between the company and the union they made her out to be a jerk, and she is defending her name," says Bedell. "Anyone who is sexually harassed shouldn't have to take that kind of crap. She is fighting not only for herself, but so that other female and male workers at Yellow Freight shouldn't have to fear retaliation from the company or the union for speaking out against harassment."



I'll Be There

Casey Hoogendam
Local 938, Kingsway
Belfountain, Ont.

As a Canadian Teamster I am very concerned about the loss of good union jobs because of deregulation and Free Trade. I am looking forward to meeting with my brothers and sisters across the border and sharing with them the problems that Teamsters are experiencing here in Canada. Corporate interests are multi-national and for us to effectively combat their anti-union agenda, communication between unionists in both of our countries is critical. I hope you will join me at the TDU Convention in October.

DOT Hours of Service Proposal a Bad Idea

In an effort to further deregulate the trucking industry, the DOT has proposed a change in the Hours of Service regulations. Current rules limit on-duty time to 60 hours in a seven-day or 70 hours in an eight-day period. The proposal is to reset the on-duty clock to zero if the driver takes 24 consecutive hours off duty, making it possible for drivers to operate vehicles 100 hours in a week.

The rule change is based on comments received from 400 commenters, of whom 368 pushed the 24-hour off-duty rule. Many of these letters were identical, i.e. a petition drive. Because someone can collect 368 signatures on a form letter, the DOT could subject millions to highway hazards.

The American Trucking Associations (ATA) and the DOT are convinced that driver morale is poor because they get stranded all over the country, away from homes, shippers and terminals, when they run out of hours after just five days. The drivers are forced to layover for three days until they "pick up" enough hours to go back on the road. No data is furnished as to the scope of this "problem."

Only oil rig drivers currently operate under the 24 hours off-duty

rule. The proposal would convert that exception into the rule. The DOT acknowledges that oil rig drivers do not drive for lengthy periods at a time, and that they have little impact on public safety because their rigs are not generally operated on public streets and highways. It is not surprising that the DOT has no evidence that this oil rig exception has been a problem.

The DOT further supports its proposal with the assumption that once the rules become more lax, compliance with them will increase. Brilliant! Of course, if there were no rules at all, the number of violations would fall to zero. But that is no measure of anything.

The DOT's claim that the proposed modification of 392.3 of the Federal Motor Carrier Safety Regulations would in fact permit drivers to decline any dispatch before the eight days have elapsed is a joke. Drivers have always had the "right" to decline a run due to fatigue. The proposed modification adds nothing to prevent the employers from coercing fatigued drivers. If a driver is fired, even if he does eventually get his job back years later, the carrier has created a coercive atmosphere. Recovering a lost job is just not the equivalent of having

never lost one's job in the first place.

If the change is not limited to exclude the common carriers, the employers will take full advantage of the new opportunity to squeeze more labor out of a smaller workforce. What is needed is not to relax, but rather to tighten the rules. TDU is urging a rejection of the proposed modification of 392.3.

Freight Lines

Emery Wins GM Contract.

Emery Worldwide, a subsidiary of Consolidated Freightways Inc., signed the single biggest contract in its history. Emery will provide air freight services for General Motors parts suppliers and the corporation's assembly plants. The two-year contract is reportedly worth \$200 million to the struggling air freight operation. Emery posted a first quarter loss of \$16.7 million this year.

EXCEL Disbanded in Milwaukee.

CF road and dock workers in Milwaukee Local 200 recently disbanded the EXCEL committee there. CF management used the EXCEL committee to develop workrules that would be applied to yard hostlers. The hostlers then spoke to their union brothers on the committee, and they all quit EXCEL.

GROCERY NEWS

Cook Regime Losing Its Grip

Atlanta Kroger Teamsters Vote to Strike as Talks Continue

In an unusual strike vote called by the business agent on Sept. 14-15, 298 Teamster drivers and warehouse workers at Kroger in Atlanta Local 528 voted to strike by 92%. What significance this will play in the continuing negotiations between the retail food giant and Jerry Cook's local union remains to be seen. At presstime workers were still on the job and the two sides still talking, with the

contract due to expire Sept. 26.

The strangeness of the strike vote was that members were given no purpose for it, and no meeting was held to rally solidarity. Members were simply instructed to stop by the union hall and cast their ballots. Despite the lack of leadership by the local (or perhaps because of it), members expressed their willingness to walk out in support of demands for a good contract.

Support Diamond Walnut Workers

IBT Takes Boycott to Europe

Nearly 600 Teamsters at Diamond Walnut's huge processing plant in Stockton, Calif., have been walking the picket lines around the clock, seven days a week since Sept. 4, 1991. After making the mainly female and minority Teamsters train their own scab replacements, the company forced them out on strike and began immediately replacing them.

The International has already provided nearly \$2 million in out of work benefits to the strikers and has gotten the AFL-CIO to place Diamond Walnut on its "Do Not Patronize" list. Diamond, a cooperative representing 2,300 growers in California, does about one-third of its business in Europe and supplies half the walnuts used in the United States.

In addition to a national boycott campaign that has seen several manufacturers of cereals, candy and ice cream shift their purchases to

other sources and prompted some local grocery stores to take Diamond Walnut products off their shelves, the boycott has now gone international.

In late August the IBT flew several people to Europe to kick off a boycott campaign in Germany, France, Italy, Spain and the Netherlands. Billboards and posters went up across Europe earlier this week proclaiming, "No California walnuts this year. Support the Diamond workers."

Meanwhile, back in Stockton, the strikers have not wavered. Attendance on the picket lines remains strong. Supporters from other locals, including many TDU members, and other unions continue to raise money and collect food and clothing for the striking workers.

Donations of money, food, clothing, etc., should be directed to Teamsters Local 601, 745 East Miner Ave, Stockton, Calif. 95202, (209) 948-2800.

Coming on the heels of the negotiations and settlement at Kroger in Nashville, expectations are high and the solidarity is there among the rank and file to win a fair contract in Atlanta without concessions. But so far Cook and BA Don Skinner have undercut the membership's wishes to have a fully elected negotiating committee and put a gag order on the committee to keep them from communicating to the membership.

The time for organization and a show of solidarity is now. So far Skinner's strategy seems to be to allow Kroger to chip away at the union's proposals while pushing its own concessionary demands—in fact, in imposing the gag order Skinner had said members don't need to know the union's proposals because they're not going to get what they want anyway! Negotiations resumed Sept. 22.

Other Local News

Local 528 is in the middle of a hotly contested local election with the reform Membership Slate led by Gary Rowlett and Ken Hilbish taking on incumbent Jerry Cook's slate. Signs of Cook's desperation are surfacing weekly. He's gotten his smear campaign off the ground, hiding behind a mailing by so-called "Concerned Local 528 Stewards." And he had rigged a recent election to unseat a popular steward on the Membership Slate.

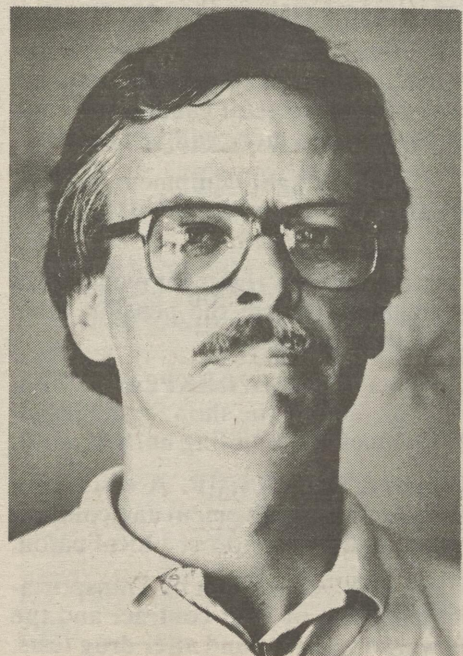
Business agent Charles Edwards called for the annual steward election

at Allied Systems a month early, the intent being to unseat senior steward Darrell Emily before voting Oct. 5-9 in the local union election. At the steward election meeting on Sept. 12, Edwards conducted a hurry-up nominations process that caught Emily unable to accept his nomination. Emily had momentarily walked downstairs to tell other drivers that the meeting was being called to order and they should come up to the meeting room. This is the Jerry Cook politics-as-usual that the reformers are trying to end.

In a similar political ploy, BA Skinner on Sept. 17 filed charges against Hilbish with the local executive board requesting Hilbish's expulsion from the union. What is Brother Hilbish's violation? That is unknown as Skinner improperly failed to specify what Hilbish had done other than that he allegedly "divulged private business of this Union which he was never authorized to do" and thus "destroyed our negotiating tactics." Skinner's charges are a poorly veiled attempt to chill the membership's free speech rights by attacking Hilbish.

Interview With VP Gilmartin

Convoy Dispatch recently interviewed Tom Gilmartin, an International vice president who was elected in the Eastern Conference as part of the Ron Carey Slate last December. Gilmartin serves as the International Director for the



Eastern Conference, and is out of Hartford Local 559. We asked him for a brief evaluation of how he sees progress in the New Teamsters, after just seven months in office.

I feel very good about progress we're making. We are setting up programs that will change this union. I want us to keep it up, and to quicken the pace.

Just this past week we had our first meeting of the Ethical Practices Committee. All the people are selected for it, including a number of rank and file members.

The court has criticized Ron Carey for moving too slowly on this. But Charles Carberry was in place over a year before he brought any charges at all. We've only been in office seven months. We're moving on it.

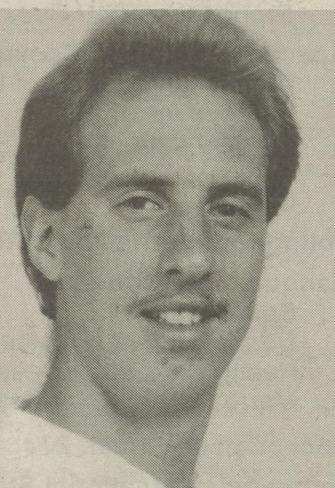
Another area I like is the new approach to corporate campaigns, and new tactics. In the era of the threat of permanent scabs, we need new approaches. In the carhaul contract, we saw what could be done. Now we have an International department for corporate campaigns, with a staff of three

or four very good people. Locals are now asking for assistance.

In organizing, it's the same approach. Carey set aside some \$34 million for an organizing fund, and quality people are coming on board. Right here in Connecticut, we're using new organizing tactics. Not just mailing something to workers, but going to their homes, to win them over. The plan is to have organizers active in every joint council, as the program develops.

As for our International Reps, Carey has hired go-getters. It's quite a contrast with the old days of the International. Again, the International has to be there, in the field, not just down in Washington. Right now, for example, we're working to get tens of thousands of Teamsters registered to vote. I think that's crucial.

I think it's going well. My only frustration is with the pace. Everyone has a long list of what needs to be done. And it can't be done all at once. To the Teamsters out there, including those in TDU, I say, keep it up, it's your union now.



I'll Be There

Pat Woods
Local 305, Albertson's
Portland, Ore.

I look forward to coming to my first TDU Convention. We are in the midst of a struggle for a new contract. Our present contract is the worst grocery industry contract in the Northwest. We are fighting for seniority, decent benefits and elimination of two-tier. I hope to meet with other grocery industry drivers and warehouse workers at the TDU Convention.

We have just started a rank and file newsletter in our local, to inform and unify the members. We've reformed our International union, now its time to work on our locals.

CONVENTION SCHEDULE

Friday

Registration 11 a.m. - 5 p.m.

Workshops 1 p.m. - 3 p.m.

Cooperative Management Schemes: Understanding and Responding to New Management Tactics - Part One

Jobs with Justice

Coffee Break 3 p.m. - 3:30

Workshops 3:30 p.m. - 5:30 p.m.

Cooperative Management Schemes - Part Two

TDU in the New Teamsters Union

Spouse Reception 5:30 p.m. - 6 p.m.

Cash Bar and Videos 5:30 p.m. - 6:30 p.m.

Dinner 6:30 p.m. - 7:30 p.m.

General Session: A Vision for Our Future 7:30 p.m. - 9 p.m.

Chair: J.C. Thomas, Local 667, Memphis

Speaker: Ken Paff, TDU National Organizer

Reception and Cash Bar 9 p.m. - Midnight

Saturday

Coffee 7 a.m. - 9:30 a.m.

Registration 8 a.m. - 10 a.m.

General Session: Building on Our Victories 9:30 a.m. - Noon

Chair: Pete Camarata, Local 299, Detroit

Speakers: Bill Urman, International Vice President
Rank and File Speakers

Lunch Noon - 1 p.m.

Workshops 1 p.m. - 3 p.m.

See workshop listings this page

Coffee Break 3 p.m. - 3:30 p.m.

General Session: Building Our Organization 3:30 p.m. - 5:30 p.m.

Chair: Dan Campbell, Local 486, Saginaw, Mich.

Financial Report

Nominations for International Steering Committee

Proposal on TDU Dues

Special Events and Cocktail Hour 5:30 p.m. - 7:30 p.m.

Women and People of Color Committee meeting

Retirees meeting

Company meetings: UPS, Kroger, Yellow Freight, CF

Videos

Cash bar

Voting for International Steering Committee 5:30 p.m. - 7:30 p.m.

Banquet and Program 7:30 p.m. - 9 p.m.

Speakers:

Dennis Rivera, President Local 1199 Drug, Hospital and Health Care Employees Union

Mario Perrucci, International Vice President

Reception and Cash Bar 9 p.m. - 1 a.m.

Voting for International Steering Committee 10 p.m. - 11 p.m.

Sunday

Coffee 8 a.m. - 9 a.m.

Jurisdictional Meetings 9 a.m. - 11 a.m.

Freight

Carhaul

United Parcel Service

Grocery

Construction

Local Contracts

Beverage

Spouse meeting

Lunch 11 a.m. - noon

Workshops Noon - 2 p.m.

See workshop listings this page

Closing Session 2 p.m. - 3 p.m.

Chair: Diana Kilmury, International Vice President

Introduction of International Steering Committee

Election of Officers

FRIDAY WORKSHOPS

COOPERATIVE MANAGEMENT SCHEMES: UNDERSTANDING AND RESPONDING TO NEW MANAGEMENT TACTICS. What's behind management's program to get you on their "team," and the true goals of work teams, quality committees, KORE groups, etc. Experts will help analyze specific programs at UPS, freight companies, in the beverage industry and other jurisdictions, with a focus on how Teamsters can effectively deal with these schemes.

JOBS WITH JUSTICE. Are you better off than you used to be? Not many families are. The state of the national economy, how it affects working people, and what we can do about it, presented with slides and discussion led by IBT officers.

TDU IN THE NEW TEAMSTERS UNION. We've won some incredible victories that will make labor history. Now that we've met some major goals, the situation in the IBT is vastly changed. What is TDU's mission now, and what strategy will take the best advantage of the new situation?

SATURDAY WORKSHOPS

YOUR LEGAL RIGHTS ON THE JOB AND IN THE UNION. A survey of labor law and Teamster rules by an expert, from the viewpoint of Teamster members. A question and answer session will follow, but time will not permit individual case reviews.

GETTING THE MOST FROM THE GRIEVANCE PROCEDURE. The basics of writing, researching and presenting your grievances, problems with both the panel system and arbitration, and how to put pressure on both the company and the union to get a favorable decision.

CONTRACT CAMPAIGNS. An overview of old and new techniques to win decent contracts from the employers, from precontract shop-floor organizing to corporate campaigns to winning strike strategies.

BUILDING TDU IN YOUR AREA. Problem solving for members who are organizing new or older chapters. Ideas that have worked in other areas, and how they might be applied in yours.

YOUR LEGAL PROTECTIONS AGAINST DISCRIMINATION. An explanation of the legal tools available to combat discrimination by race, sex, age, national origin or disability.

IBT POWER STRUCTURE. An overview of how the union works, looking at the relationships between the local unions, joint councils, area conferences and the International. The power and constraints of the new IBT leadership.

PREPARING FOR UNION OFFICE—UNION FINANCES AND ADMINISTRATION. More reformers are winning local union office. Discussion of the nuts and bolts of union administration, finances, staff and structure.

COMPETITIVE ECONOMICS AND FREE TRADE AGREEMENTS. A discussion of the global economy and how it affects working people. How to prevent "competition" from lowering our living standards.

NATIONAL HEALTH CARE REFORM. Which reform proposals will really work? A look at the U.S. health care system, and how you can help change it.

SUNDAY WORKSHOPS

LEGAL RIGHTS OF UNION STEWARDS. The rights of stewards to obtain information from the company to investigate and support grievances, by attorney Robert Schwartz, author of the popular handbook. Also a discussion of Weingarten Rights and the role of the steward during investigatory interviews.

REFORMING YOUR LOCAL BYLAWS. Many locals have their annual window of opportunity for amending their bylaws in January. The do's and don'ts of developing winning bylaw campaigns, with special emphasis on the opportunities provided by the new proposed model bylaws.

RUNNING FOR LOCAL UNION OFFICE. How to run a successful campaign for local office. Proven strategies and tactics from successful candidates, campaign literature, fundraising, literature distribution and more will be covered.

COMPUTERS FOR THE RANK & FILE. Getting the right equipment, making your computer do what you want, communicating by computer, newsletters and more.

PENSION RIGHTS AND REFORM. Information on legal rights for members in Teamster pension and health funds. Organizing to reform the pension fund. Information on officers' pensions and who controls them.

ORGANIZING AGAINST DISCRIMINATION IN THE WORKPLACE. Tensions over race and sex keep workers weak and divided on the shop floor. Presentations and discussion about overcoming differences and building unity at work.

BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP. A discussion among local union officers on developing membership involvement and committees, successful education programs and changing the direction of a local union.

DRUG TESTING. A survey of the federal laws and Department of Transportation regulations covering drug testing. A comparison of your contract and the best Teamster contract language protecting workers during and after drug tests.

17th Annual Rank & File Convention

THE NEXT STEPS: POWER ON THE JOB, POWER IN THE UNION

October 23-25, St. Louis

This year's TDU Convention is the first in the era of the New Teamsters Union. It shows the growing maturity of our movement, with hundreds of rank and file activists and stewards to attend, but also a growing number of reform officers and BAs, and now International VPs. This will be a great opportunity for members and officers to "keep in touch" at all levels of our union. TDU continues to be a schoolground for educating and developing new Teamster leadership. We must pick up the pace of that process, as there's much left to be done in our locals and at our workplaces. That's what the convention is all about. Working to build the union.



We'll Be at the TDU Convention

Ward Allen, International Rep; Jim Benson, International VP;
Ken Mee, International VP; John Reynolds, International Rep

We're traveling all over the state of California with the Economic Earthquake Express campaigning among the rank and file and the public at large against the North American Free Trade Agreement. (See story page 2.) When we finish up here we'll be bringing our message to our friends at the TDU Convention in St. Louis.

Convention Information

PLACE: Henry VIII Hotel, 4690 North Lindbergh, St. Louis. All sessions will take place in the hotel.

The Henry VIII is located just 5 minutes from Lambert International Airport.

Hotel features include a jogging trail, sauna, whirlpool and indoor swimming pool. Shuttle service is available to Northwest Plaza, a major shopping mall just a mile away. All guest rooms include refrigerators.

Use the form at right to reserve guest rooms through TDU at our special group rate.

TIME: The convention will begin at 1 p.m. on Friday, Oct. 23 and close at 3 p.m. on Sunday.

TRANSPORTATION: Free 24-hour shuttle service between the airport and Henry VIII Hotel. Follow signs to Ground Transportation and use Henry VIII courtesy phone (near exit 7) to call for pick up.

If driving, the hotel is located on Lindbergh (U.S. 67), one-half mile north of I-70 and one mile south of I-270.

REGISTER NOW! Send your registration to TDU, P.O. Box 10128, Detroit, Mich. 48210. If you have any questions about the convention or your registration, call us at (313) 842-2600.

TDU Rank & File Convention, October 23-25

REGISTER NOW!

Postmark your registration no later than Oct. 2 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$60 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Suggested donation of \$30 per child to defray costs.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$140 x _____ = _____

Sat. & Sun. \$100 x _____ = _____

Sat. only \$70 x _____ = _____

Total Registration Cost = _____

_____ Single room

_____ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$60 = Housing Cost = _____

_____ # of children Childcare donation = _____

☐ \$30—one year membership.

☐ \$75—three year membership

☐ \$15—spouses, retirees and Teamsters
grossing less than \$12,000 per year

Membership cost = _____

TOTAL COSTS = _____

_____ \$10 if postmarked by Oct. 2 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

UNITED PARCEL SERVICE

Contract Meetings at TDU Convention

The TDU Rank & File Convention for years has been the place to be for UPS Teamsters preparing for their next contract campaign. During the Presser-McCarthy Era of the 1980s, TDU led the way in the struggle for informed contract votes and against concessions. Now we're heading toward the 1993 contract in the era of the New Teamsters.

International VP Mario Perrucci, the union's director of the parcel and small package trade division, will be at the TDU Convention to meet with UPS Teamsters from across the nation and inform them on the IBT's organizing blueprint for the campaign. He will be a featured speaker at Saturday night's banquet and also will speak at one of our National UPS Meetings. Register for the convention now so you can take the word back to your centers and hubs.

Change After a Decade of Sellouts

Unlike during the past decade, we

now have an IBT leadership that is preparing to actually lead, keep us informed and back us up. McCarthy talked tough and then took a powder. Presser didn't even bother to get out of bed with UPS.

In 1990 TDU's network of activists informed UPSers on the issues, the contract proposal, and the last-minute "sweetener" to buy some votes. We educated the membership that a NO vote would authorize a strike, though a strike wouldn't necessarily be called immediately. In fact, just before the ballots were counted the union and UPS agreed to return to bargaining if the contract were rejected. By then, however, the ballots had been cast and the membership hammered by management with lies, scare tactics and threats for weeks prior to the vote.

The International union and most local unions made no show of support for UPS Teamsters on the shop floor to help them fight off UPS's onslaught. This will change in 1993.

The International is already planning stewards meetings and a contract survey. The membership and local unions will be kept informed by both TDU and the International.

The Issues Haven't Changed

Now that many of UPS's contract promises in 1990 have proved to be lies, it's time to build a movement to strengthen the contract. We need more full-time jobs, not less; a fair grievance procedure and protection against productivity discipline; action toward ending the second-class status of part-timers; security of our health benefits, and pension improvements. And let's not forget the Air Operation!

1993 is our best shot yet for improvements. It's time to start prepar-

ing now. The TDU Convention will be held this Oct. 23-25 at the Henry VIII Hotel in St. Louis. In addition to our UPS meetings, other highlights will include 21 educational workshops on such topics as grievance handling, legal rights, employee involvement programs (e.g. KORE), pension rights, and more.

Hundreds of rank and file activists from UPS and other jurisdictions will be there, along with reform-minded local officials, International VPs, labor educators and attorneys. Come learn from them and share your experience. It's a great opportunity to make valuable contacts in our reform movement.

To register, see pages 6-7, or contact TDU in Detroit at (313) 842-2600. See you in St. Louis!

GET READY FOR '93 CONTRACT! Attend National UPS Meetings

TDU

Rank & File Convention
St. Louis, Oct. 23-25

See pages 6-7 for registration, or contact the TDU office in Detroit.

L.A. Drivers File Discrimination Suit

In August 1992 a lawsuit was filed in the California Superior Court on behalf of seven former and one present employee of UPS. The suit alleges that UPS and Ruel Cobb, the metro L.A. district labor relations manager, knowingly and willfully violated government labor codes and the collective bargaining agreement.

The suit charges UPS with using various pretexts to fire the seven drivers, when in fact the real reason was discrimination on account of race, age, and in one case, participation in the armed forces in Operation Desert Storm. All the plaintiffs lost their grievances, which were processed by Los Angeles Local 396.

The suit was filed on behalf of Michael M. Blas, a feeder/package car driver with 17 years seniority, Thomas L. Chambers, a feeder driver with 16 years seniority, William L. Dickerson, a feeder driver with 23 years seniority, Ruben L. Encinas, a feeder driver with 18 years seniority, John Lee, a package car driver with three years seniority, Cruz Montanez, a feeder driver with 19 years seniority, David Padilla, a feeder driver with 22 years seniority, and Art Wilson, who is currently employed with 24 years seniority.

The L.A. members say they are taking this stand in the hope of informing all Brother and Sister

Teamsters of their rights to fight corporate wrongdoing. The personal damages that they seek include, but are not limited to, loss of wages and benefits.

In a statement released to *Convoy Dispatch* the drivers explained, "We feel that it is time to take a stand against United Parcel Service, which says it runs the tightest ship in the shipping business but obviously does not show much respect or regard for the hourly employees who create that image."



Local 396 member Art Wilson holds a copy of the discrimination suit he and seven others filed against UPS in August.

I'll Be There

Anne LaMaire
Local 79, UPS clerk
Tampa, Fla.

Part-timers have to educate themselves and work toward unity with full-timers to win the best possible contract for all UPSers. That's one reason why I'm attending the TDU Convention. I'm a clerk at UPS, and we've been fighting continual attempts by management to meld our job description with the pre-load. If a clerk wants to transfer to pre-load or other classifications, that's fine, but many of us want to protect our jobs as clerks, according to the contract. I'm also looking forward to meeting with other women Teamsters who are fighting to increase the role of Sisterhood in the International Brotherhood of Teamsters. See you in St. Louis!



Mail Boxes, Etc. and UPS To Expand Joint Venture

Mail Boxes, Etc. (MBE), the rapidly growing package-servicing company, is soon expected to expand its services and its relationship with common carrier UPS at home and overseas. UPS currently owns 12% of MBE's stock, with an option to acquire up to 17.4% by October 1993. It may exercise part of that option as soon as this October.

MBE is proposing that catalog companies offer their customers the option of having catalog purchases sent to a convenient Mail Boxes, Etc. retail location, rather than to the purchaser's home. The customer would then pick up the parcel, thus eliminating "send-agains."

A securities analyst's report last summer included the following:

- MBE's goals are to open 350 new U.S. stores in 1993.
- "UPS's 1990 10-K report (to the SEC) suggests: (our investment in MBE will) 'position us to participate directly in the rapid growth

of an industry with potential strategic importance for us in the future."

- "MAIL appears to be UPS's research and development lab to test new variations of delivery services."
- "... the company is expanding its international presence, particularly in Europe (but also in Canada, Mexico and Japan), where MAIL is leveraging the growing infrastructure of UPS, its strategic partner."
- "MAIL's relationship with UPS is helping to convince catalog companies about the merit of package receiving. UPS's motive is to improve its delivery productivity, which has been difficult to accomplish. One of UPS's most uncontrollable expenses is the cost of multiple attempts to deliver parcels when no one is home to receive them. We expect MAIL to sign up a few major catalog companies within the next 12 months."

CARHAUL NEWS

Union Needs Coordinated Response

Corporations Renew Whipsaw Attacks

In the months since the new contract was ratified, the carhaul corporations are aggressively attacking Teamster carhaul standards. Their tactics are nothing new—demanding competitiveness that pit Teamster against Teamster, influencing votes on competitiveness through intimidation, and raising the bogeyman of competition with the rail. The International union has to provide strong, coordinated leadership to counteract the corporations' attacks.

Jacksonville/Shreveport Competitive

CCI demanded a competitive for new Chrysler traffic between Jacksonville, Fla., and Shreveport, La., to be hauled at running mile in both directions. The vote by members of Local 512 in Jacksonville was conducted by having members sign their names to a sheet of paper at the terminal, rather than by secret ballot. As a result, the

NLRB to Take Activist's Case to Hearing

Carhaul TDU activist Mike Hower has won the first round of his NLRB charges against E&L Transport, which fired him from his job at Chicago Heights, Ill., last December. The company stated that Hower was fired for an accident, but the NLRB found that Hower was terminated for union activities.

Teamsters Local 710 took Hower's grievance to the Wisconsin Panel, where E&L offered to return Hower to work with no back pay. Local 710 refused the offer without consulting Hower, then lost the grievance at the Central-Southern. An NLRB hearing is scheduled for December.

company knew exactly how each worker voted.

"The company called people on layoff and everywhere else and scared the hell out of them," said driver Ronnie Greene. The competitive passed 81 to 58. (At presstime it appeared that Shreveport approved the deal as well, though *Convoy Dispatch* had not obtained confirmation.)

Smyrna Running Mile

Ryder proposed running mile for new Nissan traffic off the rail into Canada. Local 327 told the Smyrna, Tenn., drivers that if they rejected the proposal, Ryder would bring in National Trucking from Louisville, Ky., just like they did to the owner-operators in Memphis. So the CCI drivers voted to make a counteroffer of full rate minus a nickel going out, half rate from Michigan going back south, and frozen rate on any third leg. Ryder responded by saying it would accept the offer on an 80/20 deal (80% loaded miles). There is no plan to allow carhaulers in other areas who may be affected by the deal to vote on the competitive, as required in Article 22 of the contract.

Among the possible effects of this agreement would be to reduce traffic coming into the Nashville railhead, currently hauled by CCI drivers at full rate. Plant locations in Michigan could be affected also.

Positive Signs

The news isn't all bad, however. Leaseway NuCar drivers in Georgetown, Ky., recently rejected a competitive with Baltimore for GM van traffic that was threatened to be put

on the rail. New leadership at the International is also having a positive effect.

GM traffic at a railhead in Phoenix is up for bid. Phoenix drivers at CCI and PMT (Jack Cooper) were pressured to accept concessions in order to keep the work. The CCI drivers voted unanimously against it. Then PMT told its drivers that CCI was out, and PMT would lose also if they didn't take concessions. The drivers, many of whom had just been recalled from layoff, voted for the cuts.

When it was presented to the JAC, PMT management tried to argue that it was no one else's business what they did. But newly appointed International Rep John Reynolds disagreed. He told the panel that PMT's cutrate offer would give it an unfair advantage over other Teamster carhaulers. The panel agreed, and threw the deal out.

"People are going to have to be on guard. The companies will try to slip this stuff in every chance they get, and we have to stay on top of it," said Reynolds.

Fight the Bosses, Not Each Other

This kind of strong leadership is critical to stop the erosion of our standards. In most cases, Teamster carhaulers are threatened into accepting concessions. We are whipsawed

against each other, threatened with railing, and warned about the dangers of non-union competition. Instead of blaming the corporations, we often lash out at other Teamsters, who believe they must vote for cuts in order to save their jobs.

Strong backing from the International and newly appointed carhaul director Ron Owens will be required to make Phoenix the rule, and not the exception.

Ryder Retaliation

The running-mile vote by Smyrna CCI drivers (see lead story this page) comes after a previous incident in which they were burned for refusing to underbid fellow Teamsters. They would not vote on a competitive for used-car traffic coming out of Florida, which was then being hauled at full rate from the railhead in Nashville. As a result, Ryder simply stopped taking the traffic. The rail now hauls the traffic, with Allied Systems getting the overflow. The Smyrna CCI drivers have filed a grievance to be allowed to follow their work to Allied. "This was simply retaliation by Ryder. They wanted to punish the Smyrna drivers for showing solidarity with their union brothers in Nashville," said driver Jerry Gieg.

NLRB Shoots Down Organizing Drive at Jacksonville Centurion

Convoy Dispatch recently received information on last year's organizing drive conducted by Jacksonville Local 512 at Centurion Leasing Inc., doing business as Centurion Auto Transport, a non-union carhaul company based in Florida.

Local 512 signed up a large majority of the 145 Centurion drivers on union cards, and proceeded to file with the NLRB for a certification election. But Centurion argued that because the workers were employed by Southeast Drivers Inc., a leasing company, the union should deal with Southeast Drivers and leave Centurion alone. The union argued that Southeast Drivers and Centurion are single or joint employers. Southeast leases drivers solely to Centurion.

An NLRB hearing was conducted in which Southeast argued that the workers were in fact part of management, because they owned company stock and could elect the Southeast board of directors. Unfortunately, the NLRB agreed with Southeast, decided that the Centurion/Southeast drivers are not workers as defined under labor law, and dismissed the union's petition for an election. The decision was rendered in November 1991, and the union lost its appeal in March 1992.

Once again, the anti-labor tilt of the NLRB hurt workers who wanted a union. Even when a majority of work-

ers requested an election for union representation, the company used legal maneuvers to defeat them.

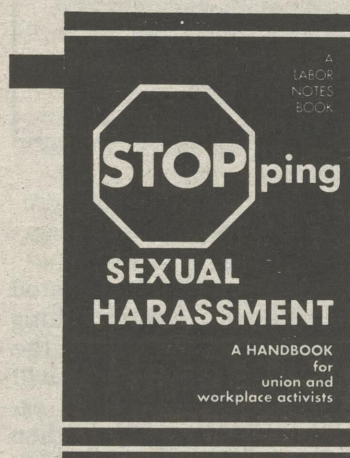
With the NLRB making it increasingly difficult to unionize, workers and their unions will have to devise new, innovative strategies to force the corporations to the table. In the case of Centurion, it appears that its anti-union operation may fail of its own accord. Rumors on the street suggest that Centurion is facing a financial crisis, and may go out of business in the near future.

Tusino Out as Carhaul Chair

Owens Heads New Carhaul Division

Ron Carey has removed Ernie Tusino as carhaul chair and from the International payroll, and appointed Ron Owens to head the new carhaul division. Tusino had supported concessionary contract offers last year, which were rejected by the members.

Owens is the president of Detroit Local 299, the largest Teamster carhaul unit. Carey established, for the first time, an official carhaul division of the IBT. Also in September the International initiated talks with the employers to discuss changing the rules of procedure for the national carhaul panel.



A Handbook for Union and Workplace Activists

By Camille Colatosti & Elissa Karg
Published by Labor Notes

This organizing manual highlights a range of tactics that union and other workers can use to fight sexual harassment, including training sessions, contract language, job actions—and more.

From the preface by Diana Kilmury, Teamster Vice President

In this book, written from a union point of view, Camille Colatosti and Elissa Karg discuss sexual harassment in all its forms and tell us what we should do. Take quick action. Shout "No." Organize. And—if you're fortunate enough to belong to a union—get that union involved.

\$9 plus postage (\$2 first book, \$1 each additional)

Order from:
LABOR NOTES

7435 Michigan Ave., Detroit, Mich. 48210
(313) 842-6262

Be sure to include complete address, including zip code.

LOCAL UNION NEWS

Local 638, Minneapolis Star Tribune

Teamster Drivers Reject Team Concept

Rick Sather
Local 638 steward, *Star Tribune*
Minneapolis

Teamsters at the Minneapolis *Star Tribune* have been battling employee involvement and team concept programs for the past couple of years. The newspaper began two years ago with a companywide divide-and-conquer union-busting program called "Employee Involvement." The unions at the paper used various strategies to defeat the programs. Teamster drivers represented by Local 638 decided they would go along with the company's program, and so were victorious in exposing the program for what it was worth.

"The Employee Involvement committee that I had a chance to sit on was a one-sided affair," explained Larry Westbrook, a driver and bargaining committee chairman. "It was designed to extract information from the rank and file for the sole benefit of the company, contrary to its stated goal of trying to improve relations between labor and management. After the program's failure, a fleet supervisor was also quoted in a meeting with the Teamster bargaining committee stating, 'We just didn't go about it right.'"

Now the newspaper drivers department at the *Star Tribune* has started a Team Safety Contest. Many drivers have said they are not interested in a

program that divides the membership into teams and gives awards to drivers who don't have personal injury or vehicle accidents. Westbrook told the safety foreman, "I would like to have my name removed from the team you assigned me to. The only team I belong to is called TEAM-STERS."

Problems have surfaced during the Team Safety Contest. Some drivers are not reporting minor fender-benders, and some are living with pain by not reporting personal injuries. All because of the fear that their respective teams might lose their T-shirts or \$12.50 prize. The union's bargaining committee is now trying to convince supervisors to shut down the safety teams, while acknowledging that safety is important — in fact, a shutdown is in the interest of safety.

This is another example of how in most cases employee involvement and team concept don't work and neither side wins. Not only do workers become divided and work with pain, but the company has injured employees and damaged vehicles. Once again the company has failed at improving employee morale.



I'll Be There

John L. Lewis
Local 515, Vulcan Materials
Chattanooga, Tenn.

I came to the TDU Convention last year. I loved it. It was very educational, and I'm going back for more this year. Here in Chattanooga, Ron Carey has strong support and we need to continue building TDU to help him accomplish his goals.

Response to \$100,000 Club

Charlie Teas
Local 413 Secretary-Treasurer
Columbus, Ohio

I just received my *Convoy Dispatch* in the mail, and see that you have me listed in the \$100,000 Club. This should be explained in light of unusual circumstances in Local 413 during 1991.

My base salary is \$64,688, and no one in the Local 413 office has had a raise in nearly four years. The unusual circumstances revolve around a crooked election held in October 1991. W. Pete Bilyeu, president and principal officer of 413 at the time, had a history of abusing his power to favor his supporters and those of R.V. Durham. I supported Ron Carey and the reformers, openly and without fear during the IBT election.

After the December 1991 IBT election, I knew we would get a fair review of the local union election, which we knew was tainted by excesses of office. The joint council ordered a new election. Finally, on May 26, 1992, after the International and the Department of Labor had both affirmed the rerun

election, Bilyeu finally complied with the order to rerun.

I won the election, along with the bulk of the slate including my friend, reformer Vern Bell as president.

At the end of 1991 I received \$21,619 in severance pay, after nine years as a full-time officer. This was listed as income for 1991 but in fact I returned the entire sum to the Teamster Credit Union Account. I, along with other reformers, have fought successfully to get this severance fund ended, but those vested in it are paid the funds due them. I also received two weeks vacation pay for the 4th and 5th weeks and an extra week similar to the sick pay in the NMFA.

One final note. Your figures for our local were taken from the LM-2 form, which was prepared by a non-certified public accountant hired by Bilyeu. It contained errors and inflated my expenses. An amended LM-2 has now been filed by Local 413, and we have now retained a CPA to review our books.

See you in St. Louis!

The Legal Rights of Union Stewards

A comprehensive explanation of the rights of union stewards, officers, and business agents. Written in an easy-to-read question and answer format by attorney Robert Schwartz, topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

Price: \$9.95 each (postage and handling included); \$8.95 each for 5 or more.

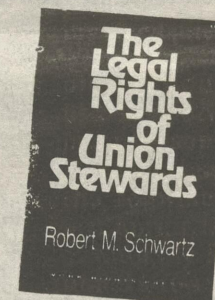
Please send me _____ copies.

Amount enclosed \$ _____

VISA/Mastercard # _____ Exp. date ____/____/____

Signature _____

Send to: TDU, Box 10128, Detroit, Mich. 48210



Transit Mix Strike Ends in Victory

Striking transit mix Teamsters at Plainville Concrete on Sept. 8 voted 108 to 13 to ratify their first-ever contract, ending a four week strike.

The new contract provides for increases in hourly wages of 25c-25c-40c in each year of the three-year agreement. Strikers also won improved health and welfare benefits equal to the Central States C-6 plan, paid vacations and holidays, a 401(k) pension package and much needed language protecting against subcontracting.

Cincinnati Local 100

The victory is especially sweet because it brings to a conclusion a long-standing battle against Plainville Concrete's attempts to avoid a Local 100 organizing campaign at its non-union, double-breasted operations. The new agreement brings all of Plainville's operations under one

union contract.

"The victory is the direct result of the determination of our members employed at Plainville, the organizing staff and the support and solidarity of the members and officers of the Greater Cincinnati Building Trades Council," said Bill Wright, Local 100 president. "In an era of lost strikes, replacement workers, union-busting law firms and a decline in union membership in general, this is a sweet, sweet victory indeed. Strikes can be won! We need only to stick together."

**Help Build Our Union
ATTEND YOUR
LOCAL UNION
MEETINGS**

NWAir Flight Attendants

New Local Holds 1st Election

Election results are in for the new Local 2000 representing 9,500 flight attendants at Northwest Airlines. Mary Don Erskine was elected by a vote of 1,493 to 1,211 over her closest opponent.

Erskine was formerly the principal officer of Detroit Local 2757. Local 2000 will be headquartered in Minneapolis. The new local was chartered as the result of a promise made by Ron Carey to give the Northwest flight attendants their own local. Formerly,

the flight attendants were represented by six local unions. Erskine, along with four other members of the "Progressive Teamsters Slate," will now face Northwest in what is expected to be tough bargaining when contract negotiations begin this winter.

Flight attendants also voted on the same ballot for a rank and file negotiations council. Next month they will vote for base representatives at the 10 Northwest bases nationwide.

Hanoian Forced to Resign From Local 64

Paul Hanoian and three executive board members of Providence, R.I., Local 64 resigned on Sept. 9. The four faced charges by the court-appointed Investigations Officer for giving Hanoian over \$600,000 in illegal pay raises (see *Convoy* #117). Hanoian

was forced to hand over the keys of the union-owned 1989 Mercedes to International Rep Gene Moriarty, who is now acting as trustee of the local. Brother Moriarty has placed the luxury car in storage and put it up for sale.

If It's on TV, It Must Be True ...

'Teamster Boss' Presser Reformed Our Union?

"It almost made me puke. Was there anything in it that was true?"

—International VP Sam Theodus of Cleveland

The ending scene of the HBO movie "Teamster Boss" shows Ron Carey, flanked by Bill Urman, Mario Perrucci and other new Teamster leaders, taking the oath of office in February 1992. And then, in the film's final words, the narrator solemnly and sadly comments on Carey's inauguration that "Jackie Presser's name was never mentioned."

The whole movie was that bad. You see, in this movie, which I watched on "opening night" Sept. 12, Presser

reformed the Teamsters. He cleaned out the mob, and got Teamster members the Right to Vote.

In this fantasy, Presser decided to clean up the union after he got cancer. He courageously stood up to mob leaders, telling them no more deals. (They even plotted to kill him on his death bed, since he was now a reformer.) He became concerned about the members' pensions. He went to a meeting of the General Executive Board and denounced them for "private jet planes, luxury cars, and fur coats." He had his files sent to Rudolph Giuliani, then the U.S. Attorney in New York, so that the RICO

lawsuit could be filed, which later led to the Right to Vote.

Actually, Presser was making deals, milking the union for millions and lying through his teeth right to the end. One of the movie's numerous fictions is his acceptance speech at the 1986 IBT Convention in Las Vegas, in which he denounces corporate greed in rousing style. Presser's actual acceptance speech was quite different. In it, he bitterly announced the "funeral" of TDU: "We attended the funeral of TDU this week. That's right. That's right. ... When you go home, put up a bulletin, let them rest in peace. Put it up. They died. Don't let them do it again."

Movie Review

He had just defeated reform candidate Sam Theodus by a vote of 1,729 to 24. Five years later (and three years after Presser's death), in the 1991 rank and file vote, Theodus won a VP-at-large spot, easily beating Presser's friends. A rank and file movement triumphed. But in this movie, the rank and file do not exist. The entire movie shows five (5) "members," and two (2) "dissidents," who appear for a few seconds on the screen and have no names. In this fantasyland, Presser never has to form a BLAST goon squad, since the members don't exist. And while he makes deals with the FBI, mobsters, and even a U.S. senator, Hollywood's Presser never makes a deal with an employer.

The movie revolves around Presser's famous relationship with the FBI, coupled with his relationship with organized crime. This provides the drama of the film, and it does bear some distant relationship to reality. Here you see Presser's wheeling and dealing, and a good bit of womanizing, too. This part is based on the book "Mobbed Up" by James Neff. Neff told the *Wall Street Journal*, "I didn't really have any expectations that they'd be accurate."

Like many Hollywood productions, this movie claims that the mob was brought into the Teamsters as muscle to counter the employers' own muscle. Nothing could be further from the truth, since the mob came into the Teamsters by way of the employers! The essence of corruption was then (and remains) payoffs from employers to certain labor officials in exchange for "labor peace."

As I watched "Teamster Boss," I got angrier and angrier. I thought about all the good Teamsters, some of whom lost their jobs, were blacklisted, even lost their lives, fighting for reform. Fighting against crooks like Presser, to win the Right to Vote, to clean up our union. And I got angry at Hollywood: why can't the real heroes get into a movie, and let the American public see what the labor movement is all about.

—Ken Paff, TDU national organizer



Jackie Presser being carried into a lavish party at the 1986 IBT Convention in Las Vegas.

Local Autonomy, That Great Giant

Editor's Note: The following article from a rank and file Teamster in Florida is published anonymously at the member's request. The issue is so important at this stage of Teamster reform that it deserved publication.

What is this great giant "Local Autonomy" that protects local officials and kicks the working members in the teeth? Is it to protect the local, or a few bums who happen to hold local office?

Doesn't it seem strange that our local union executive board can refuse to let our IBT officials visit when the dues-paying members voted over 2-1 to elect these IBT officials? Should we protect local officials who come to our barns and only visit the front office and not the workers? It seems to me that local officials' definition of local autonomy is "we are the untouchables."

Jerry Cook, the chairman of the Southern Conference Policy Committee, was defeated by a wide margin in the IBT election. Yet he's still in control of the conference, its purse strings, and the carhaul and freight area committees. And he's a trustee of the Central States Pension and H&W funds, which brought us TeamCare.

This same Jerry Cook goes against the wishes of the members and associates with the employers. He spends our hard-earned dues to set himself up in new conference offices and buy himself a new Lincoln Town Car.

We the members were told one member one vote, and majority rules. If that is the case, why is this kind of trash still dictating in our local and conference? I know we have to clean up our own locals, but in the meantime there is lots of time to be sold down the drain.

Teamsters in the South backed the Ron Carey Slate by a large majority. We realize Carey has been a busy man and has accomplished a lot in only seven months. We also feel we have been ignored to a certain extent. Ron, please heed this statement and don't get offended, for I can assure you we are your loyal backers.

I would love to sign this article. But since my local president, BAs and the conference policy committee believe in firing not hiring, the truth will not make me popular with them. In closing, I would like to say, "Southern Conference Policy Committee, get the hell out. Southern Teamsters will rise again. We are fed up with all of you."

TDU Meets

ARIZONA

Saturday, Oct. 17
3 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA

Saturday, Oct. 3
7:30 p.m.
College Park Recreation Building
3631 Main St., College Park, Ga.

Saturday, Nov. 7

7:30 p.m.
Forest Park Recreation Center
308 Forest Pkwy., Forest Park, Ga.
Next to police station

CHATTANOOGA

Sunday, Oct. 4
2:30 p.m.
Wally's Restaurant
6521 Ringgold Rd.
East Ridge, Tenn.

EAST BAY

Running for Local Union Office
Workshop
Saturday, Oct. 10
1 p.m. to 5 p.m.
Holiday Inn
32083 Alvarado/Niles Rd.
Union City, Calif.

KNOXVILLE

Saturday, Oct. 3
10 a.m.
Family Inn
Asheville Hwy.

MEMPHIS

Sunday, Oct. 11
4 p.m.
Airport Inn
Lamar at Getwell

NASHVILLE

Saturday, Oct. 3
5 p.m.
Days Inn
Elmhill Pike & Briley Pkwy.

OKLAHOMA

Saturday, Sept. 26
4 p.m.
Skyline Restaurant
1631 S.E. 15th St., Oklahoma City

Sunday, Sept. 27

1 p.m.
Flagship Inn
2804 N. Main, Altus, Okla.

ST. LOUIS

Sun., Oct. 11
11 a.m. to 1 p.m.
St. Charles American Red Cross
516 S. Fifth St., St. Charles, Mo.

SAN FRANCISCO

Time and place to be announced
For information: (415) 621-7507

SOUTHERN CALIFORNIA

Saturday, Oct. 17
10 a.m.

Pomona VFW
101 S. Main St.
Pomona, Calif.

SPRINGDALE, ARK.

Saturday, Oct. 10
Time and place to be announced

SPRINGFIELD, MO.

Monday, Oct. 5
7 p.m.
Quality Inn
Corner of I-44 and Glenstone

Deliver YOUR Future at UPS

UPS spends millions through "Delivering Our Future—Corporate Mission," KORE, pizza parties, and other devices to try to fool us into believing it can't afford a contract that provides Dignity, Justice & Job Security.

IT'S TIME FOR US TO DELIVER OUR OWN FUTURE IN THE '93 CONTRACT.

- In the last decade, UPS has earned net profits of over \$6 billion. In 1991 alone, net profits were over \$700 million. UPS has little debt considering its rapid expansion overseas and in the air operation. Its revenues exceed those of Federal Express, DHL, Airborne and RPS combined.
- In this same period, we have taken big contract concessions: multi-tiered pay scales, frozen starting wages, a growing part-time workforce, the Air Operation, and wage increases below inflation. We face continual contract violations, production harassment, unjust discharges, physical and mental abuse, and little job security if our bodies wear out.
- In 1990 UPS tried to buy our contract votes with barbecues, pizza meetings and false promises. If the carrot didn't work, management took out the stick, violating our rights, threatening our jobs, and fanning fears of a strike.

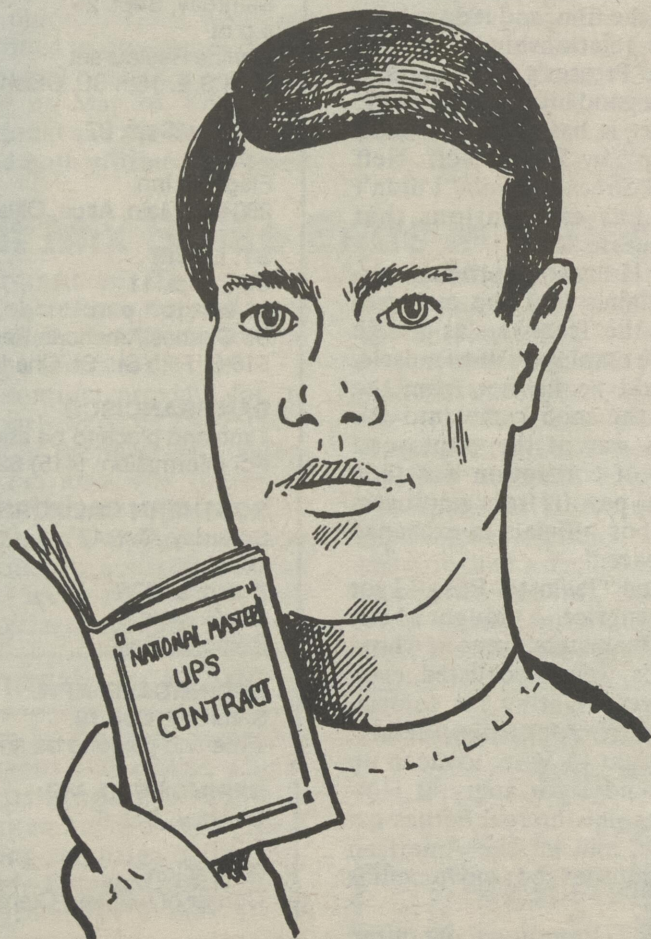
HOLD THE PIZZA. WE WANT A FAIR CONTRACT. And now we have a new International union leadership that will back us up as we organize in our local unions.



Mario Perrucci Will Be There

International VP Mario Perrucci, the union's director of the parcel and small package trade division, will attend the TDU Convention in St. Louis. Perrucci is currently scheduled to speak to the convention at Saturday night's banquet (Oct. 24) and to meet with UPSers at Sunday morning's National UPS Meeting (Oct. 25). See pages 6-7 or call the TDU office in Detroit to register today.

This is your
BRAIN.



This is your
BRAIN on PIZZA!



J. Stanz